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20 July 1971

MEMORANDUM FOR: O/EA/Plans

SUBJECT : Black Employment in CIA

REFERENCE : Study Group Memorandum, Same Subject,
Dated 29 June 1971

1. Attached is an outline summarizing the current status of Black CTs. You will note that 20 of 21 of these individuals are still on board. Two have already reached GS-13 which is one grade lower than the ranking Agency Black officer. Nine have been internals and all of our Black CTs have been assigned to the DDP.

2. It has been consistent CTP policy to seek and give every consideration to Black applicants and field recruiters are under standing instructions to forward the application of any prospect that appears to have a slight chance.

3. Although Negro colleges would appear to be a good source for Black CT prospects, that has not been the case because these schools do not have adequate academic standards for the Career Training Program. Hence, the recruiters have looked for Black applicants at the same schools from which we receive our other candidates.

4. We receive few applications from Blacks as these individuals are more interested in entering professions where they can obtain greater status or do more visible work for their race. Our Black applicants must meet the same standards as other candidates with one exception -- the scores achieved on the Professional Test Battery. According to the Psychological Services Staff, Negro applicants have never tested well and as a result a more liberal interpretation is given to their test results than other candidates.



Chief, Career Training Program

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